




Corporate Dossier 2023

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 Grupo Oesía

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The Grupo Oesía corporate dossier

This document includes the most important information about Grupo Oesía. We tell you what we do, why we do it and how we make it possible. What the pillars and values of our company are, our mission and vision, and our guiding purpose.

In this dossier we present the key figures from our activity in the 2023 financial year.



Contents

Letter from the Chairman & CEO

1. Get to Know Grupo Oesía

2. Our sustainability model

3. Our Commitments

4. Key figures for 2023



Letter from the Chairman & CEO



I am proud, both professionally and personally, to introduce this description of who we are and how we make our purpose possible due to its relevance to all our stakeholders. Therefore, once again this year, it is a true honour to present our corporate dossier to you.

This document collects the results of our commitment to the creation of economic, social and environmental value; it also involves an exercise in transparency and dialogue with our stakeholders, in line with our purpose as a company:

"We want to make Grupo Oesía a profitable business, sustainable over time, which contributes to making a better, more efficient, safe and sustainable world, providing high-quality products and services that increase national sovereignty in key capabilities at the service of European strategic autonomy, as well as a diverse, inclusive, tolerant and egalitarian environment in which our employees can develop properly, meeting their expectations, thereby contributing to the progress of their families and that of a company committed to society, in which both they and their children want to work."

Our purpose finds expression in a mission committed to the progress of the places where we carry out our activity, strongly supported by our values: Reliability, Commitment, Continuous Learning, Excellence and Innovation.

One of the vectors on which our mission is based is the commitment to the defence of our aptly-named welfare society. In this regard, achieving national sovereignty in key dual technologies that contribute to the strategic autonomy of Europe in the civil sphere and, especially with regard to Security and Defence, is vital.

2023 was a great year in every way. From the business perspective, our company established itself as a standard bearer in the high-tech industry in Spain and as a benchmark supplier throughout the world, developing projects and exporting products of the highest quality to more than 40 countries.

We are a financially reliable and solvent company. This was ratified by the credit rating agencies before our successful flotation on the Alternative Fixed-Income Market. We presented business results with record numbers, the result of our strategy based on hyper-specialisation, with investment in key disruptive technologies, all of this is built on a team of high-performance professionals with excellent execution in their daily work.

This concentration of knowledge, experience and investment in specialised technologies has helped us position ourselves as a major player in this industry and has led to the signing of collaboration agreements with leading companies such as Indra, Navantia, Thales and Lockheed Martin, among others. With this same premise of being the best at what we do, we have taken an equity stake in EPICOM and have consolidated ourselves as the leading company in the encryption of communications for governments and critical infrastructures.

In terms of security, we also recorded an important achievement. Our cyber-security and encryption division, Cipherbit-Grupo Oesía, obtained certification from the National Security Framework (ENS in its Spanish initials) at the highest level, for its Security Operations Centre (SOC) and advanced CERT solutions, which will allow us to bid for projects with the highest levels of demand.

We continue to show our commitment to the structuring of the territory, increasing our presence in the autonomous regions and energising their economic and social fabric. This past year we inaugurated a new technology centre in Vigo, strengthening our presence in a strategic region for our activity.

We have also grown in terms of the number of suppliers. In 2023, more than 1,300 companies made up the Grupo Oesía supply chain, 70% of them Spanish.

All this was made possible by the commitment, effort and ambition of our talented employees. It gives me great satisfaction to tell you that, as a result of our growth, we have strengthened our professional talent, both in terms of resources and competencies. We ended the year with a large family of 3,200 professionals in 18 locations, with a stable and long-standing work environment.

Grupo Oesía reiterates and reaffirms its responsibility in encouraging STEM studies and careers. A confirmation of this commitment is our innovative programme Oesía Tech Leadership, aimed at developing technological careers within the company's strategic competencies.

We continue to be a benchmark in terms of equality in the area of the Board of Directors, where 44% are women, a figure of which we can feel very proud, and which encourages us to continue improving in these terms. Likewise, multiculturalism and diversity continue to be a distinctive value for us, with 36 nationalities enriching the environment of Grupo Oesía.

In order to provide our activity and business projection with a solvent framework for action, we have created the ESG Master Plan 2024-2026, which defines our ESG roadmap with the aim of integrating sustainability best practices throughout the organisation's value chain.

In the environmental area we have continued our commitment to the planet by reducing our carbon footprint for the fourth consecutive year.

I conclude by expressing my gratitude to all of you who make it possible for us to create a better, more efficient, safe and sustainable world: to the professionals who make up Grupo Oesía, to our governing bodies, to our customers, partners, collaborators, institutions, suppliers, universities and research centres; to all of you who accompany us in our ambition, our passion and the fundamental purpose that drives us every day, our purpose.

Luis Furnells Abaunz
Chairman & CEO, Grupo Oesía

1. Get to Know Grupo Oesía

About us

We are a multinational company with 100% private and Spanish capital, dedicated to engineering digital and industrial dual use, developing and implementing innovation and transformation projects in 40 countries on four continents.

Throughout our over 50 years of experience, we have innovated in products and services that benefit millions of people all around the world, with the commitment to creating a better future where technological innovation responds to the challenges of the planet and its inhabitants and improves people's lives.

At Grupo Oesía we want to create a better, more efficient, safer and sustainable world. This is our ambition, our passion and the *raison d'être* that drives us every day.

We are agents of change, facilitators of the digital transformation of our society, drivers of innovation and defenders of progress. We believe in the power of technology to positively impact the world and are committed to using our knowledge and resources to make this world a better place for everyone.

Another of our key commitments is to strengthen the industrial fabric and technological capacities of our country, in order to contribute to national sovereignty and to the strategic autonomy of Europe. In this regard, it is worth noting our cooperation with the Armed Forces and State Law Enforcement Bodies in key competencies and systems



based on own technology and integration of foreign technologies in which we promote technology transfer to Spain.

We make it possible by uniting our wills, our actions, our aspirations and our creative ingenuity. Each Grupo Oesía employee contributes his or her talent, passion and commitment to every project we undertake, to every decision we make.

Among the milestones of 2023 we can highlight the promissory note programme in the Alternative Fixed-Income Market (MARF), this being Grupo Oesía's first foray into the Fixed-Income markets to finance our operations, allowing us to diversify our financing sources, optimise costs and strengthen our growth potential.

Our Pillars

1

We are innovators and we develop cutting-edge technological solutions and products.

2

We generate quality employment and we develop people in technical careers.

3

We are a successful company that obtains excellent results, is reliable and sustainable, thus providing a good investment.

4

We are committed to society and the planet.

5

We are a company committed to national sovereignty, in key capabilities and at the service of European strategic autonomy.



Our Purpose

To create a better, more efficient, safe and sustainable world

We want to make Grupo Oesía a profitable business, sustainable over time, which contributes to making a better, more efficient, safe and sustainable world, providing high-quality products and services that increase national sovereignty, at the service of European strategic autonomy, in key capabilities, as well as a diverse, inclusive, tolerant and egalitarian environment in which our employees can develop properly, meeting their expectations, thereby contributing to the progress of their families and that of a company committed to society, in which both they and their children want to work.





Our Mission

To be the technological partner that, thanks to the talent of our human team, provides innovative solutions to its customers and always meets their expectations in terms of content, quality, deadlines and cost.

Our Vision

To accompany our customers in their daily operations, as well as in the transformation processes of their businesses, meeting their expectations and adding value through technologically innovative solutions in the fields of digital and industrial engineering.



Our Values



Reliability

At Grupo Oesía we build trust. We deliver on our promises.



Commitment

As Grupo Oesía people we give of our best in every action we undertake.



Continuous learning

In Grupo Oesía, we and the organisation that unites us constantly update our knowledge of our specialities.



Excellence

We pursue excellence to ensure that what we do in Grupo Oesía always reaches the highest quality in all its aspects.



Innovation

We design our products and services on the cutting edge of development in their respective sectors.



Business ethics

Our Code of Ethics "Growing with Principles" is governed by highly demanding standards that ensure that all the people who are part of Grupo Oesía have upright, honest and responsible conduct.



Oesía Ecosystem

Our brand ecosystem is aligned with our strategy based on hyper-specialisation through the development of disruptive dual-use technologies.

Our brands



With our talent in digital engineering designs, we develop and maintain technological solutions for digital transformation. We make the vision of companies and institutions a reality and guarantee the security and efficiency of numerous organisations and hundreds of thousands of people.



We design, develop, manufacture and maintain cutting-edge technology products in electronic equipment and systems, smart imaging, avionics, space, tactical and secure communications and simulation centres, which constitute a clear example of technology transfer.



We are experts in cyber-security and development of secure communications products (encryption), certified by the CCN (Spain's National Cryptological Centre) and NATO. We focus on the national and international environment of the Armed Forces, Public Administrations and critical infrastructure elements, which reinforces our strategic autonomy in cyber-defence.



This is our high-performance unit specialising in guidance, navigation and control systems for unmanned aerial vehicles (UAVs or drones). Our systems are characterised by their robustness and reliability and are used by a wide range of Tier 1 aerospace manufacturers.



We specialise in dual technology development for ground, naval, air and space satellite communications; mobility applications in military and civilian environments; and high-capacity wireless access for telecommunications operators.



Our markets



Aeronautics, Space, Cyberspace, Naval and Terrestrial

We work with the Armed Forces and State Law Enforcement Agencies in key competencies and systems based on our own technology and integration of foreign technologies in which technology transfer to Spain is promoted. We create technology for the Future Digital Military Power within the framework of Multi-Domain Operations. We produce and maintain the systems of the present and the future. We are present in the main national Defence programmes, as well as in the major European technological development programmes.



Banking and Fintech

The financial sector, led by Banking and Fintech, is immersed in a global process of digitisation in which it is primordial to ensure the security of their customers and their data, facilitate omnichannel operation and achieve efficiency in all processes. At Grupo Oesía we are well equipped to solve the challenges of Banking and Fintech because we know the financial technology products and services, as well as the internal and external management and customer service processes through listening and personalisation mechanisms.



Public Administration

We work with the General State Administration, Autonomous Regions, Municipal Councils, Provincial Councils and all kinds of public institutions: helping them to adopt a leading role in the transformation and digitisation processes. The cloud, data management, artificial intelligence (AI), automation and cyber-security are mandatory practices and competencies within this process.



Logistics and Retail

The development of sophisticated warehouse management systems for one of the world's largest retail companies gives us solid experience in the sector, with robust knowledge of inputs, positioning, manual and robotic storage, AGVs (automated guided vehicles), RFID (radio frequency identification) technology, mobility and warehouse devices, sorters, picking and packing, palletising and dispatch management.



Pharma & MedTech

At Grupo Oesía we focus our value proposition and digital transformation of the pharmaceutical industry around three large blocks: we increase productivity, optimise sales and secure the business.



Telecoms & High-Tech

We accompany telecommunications operators in the definition and implementation of new value scenarios. We work with the manufacturers of the components that allow the materialisation of communications. We work to enhance the entire front-office customer experience and digital transformation; we incorporate new technological tools that allow us to improve user processes, obtaining maximum efficiency in projects, developing 5G technology solutions to strengthen terrestrial and satellite communications.



Insurance

We create digital insurers, a task that is based on more than 30 years of experience in the insurance business, providing an evolved suite of customisable, parametrisable and scalable insurance products; developed under the security standards of the ENS (Spain's National Security Framework). We provide data analysis and exploitation for decision-making, regulatory compliance, business continuity plans, hyper-automation and cyber-security services.



Digital Health

We accelerate the digital transformation of health systems and services. We support leaders in the public and private health sectors in transforming health systems and services, through innovative technological solutions that improve the quality of health care and access to it for millions of people.



Energy and Utilities

We offer extensive experience in the design, development and implementation of technological solutions based on data governance, automation, artificial intelligence and safety. This know-how serves as a first-rate basis for helping customers and partners to implement the changes imposed by this scenario.



Industry

Having hyper-automation and robotics technologies, which we offer to and implement for our customers, ensures greater efficiency for industry in a highly competitive market. Implementing a data-driven strategy helps to focus the business on the needs and experiences of our customers.



Our industrial solutions



Optronics

With more than 30 years at the forefront of the market, our optronics systems provide mature, robust and reliable solutions to platform builders and manufacturers around the world.



Tactical and secure communications

We provide interoperability and security for communications in any scenario, domain and mission. Our products allow simultaneous operation with multiple tactical data link protocols and provide communications with ad-hoc protocols.



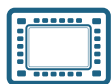
Onboard electronics

We accompany armies, air forces and platform operators throughout the process of design, production and maintenance of state-of-the-art onboard computers for their aerospace fleets, projects or programmes. We have extensive experience in military avionics and space and are able to provide fixed-wing and rotary-wing aircraft with onboard electronic engineering and support throughout the life cycle of our products.



Cyber Defence and Encryption

We are a company that provides 360° Security through our brand Cipherbit-Grupo Oesía, the first Spanish brand specifically dedicated to cyber-security and the development of secure communications products (encryption) to be certified by the National Cryptological Centre (CCN) and NATO. Our developments in information encryption and key management are based on international NATO standards, to provide secure interoperability to tactical operations environments. We have solutions with classified levels, unlimited or confidential distribution, using SCIP or NINE encryption engines.



Displays

We are the exclusive supplier of displays for F-18s and we also offer rugged solutions for ground combat vehicles. Our solutions allow us to provide our customers with high-resolution displays with high processing capacity for all types of advanced applications.



Satellite communications

Our systems are equipped with electronic protection measures to achieve a low probability of detection, interception and exploitation, which allows our customers to operate in missions with intense electronic warfare activity against communications, as well as ensuring the survival of communications in a hostile electromagnetic spectrum.



IRST

Infra Red Search & Track (IRST) systems provide great operational advantages thanks to their automatic detection capability based on passive sensors. Being completely passive systems, they are very difficult to detect, which is extremely advantageous in highly complex operating environments.



Simulation

Nuestras soluciones en simulación utilizan Our simulation solutions use state-of-the-art technology to cover all the operational needs of our customers, allowing training and practice in highly realistic conditions in all kinds of scenarios and situations. We provide specialised solutions in all categories of simulation: live, virtual and constructive.



Our digital solutions



Data Analytics & AI

We help companies automate their business through Artificial Intelligence and Hyper-automation, allowing decision-making based on data, anticipating problems in real time. We transform companies into data-driven organisations.



Cloud

We help the definition, design, implementation and operation of business solutions in the Cloud. Using “Journey2Cloud” advice to companies, with multidisciplinary approaches (technology, finance, costs and operations), we maximise their transformation towards the Cloud effectively, with very fast returns. We accompany them in the migration processes to operate in protected environments for their IT processes and critical data. Our offering includes Consulting, Operations and FinOps Management, for Storage and Disaster Recovery solutions, as well as providing efficient work environments (Modern Workplace). We help manage this change in IT exploitation, with specialists in the dissemination of new development cultures, such as DevOps.



Infrastructure

We build collaboration spaces with our customers to work on innovative solutions and high-value services for the transformation and support of their businesses in the field of infrastructure, providing advice, design, delivery and support in the main technologies on the market. We are a benchmark in the integrated management of information and communications systems and infrastructure.



Consulting

We offer consulting and advisory services on business, processes and technology, to outline a roadmap for growth and digital transformation. We generate value by combining our industry experience with knowledge of key technologies, offering highly efficient platforms in cloud mode or developing customised solutions that allow us to accelerate transformation, anticipate the competition and respond to society.



Cyber-security

We identify and provide solutions to meet the needs of public and private organisations in the field of cyber-security. We have a global portfolio of different solutions that cover and ensure the security of multiple sectors and critical infrastructure elements. We offer 24/7 Monitoring Service (SOC), an Ethical Hacking Team, Regulatory Consulting, Cyber Training and Industrial Security.



Geographical presence

We have over 3,000 professionals, in 18 offices

During 2023 we unveiled our new headquarters in Vigo, a centre for high specialisation in the development of new technologies and advanced capabilities in the fields of aeronautics and space.

Our technology is present in 40 countries



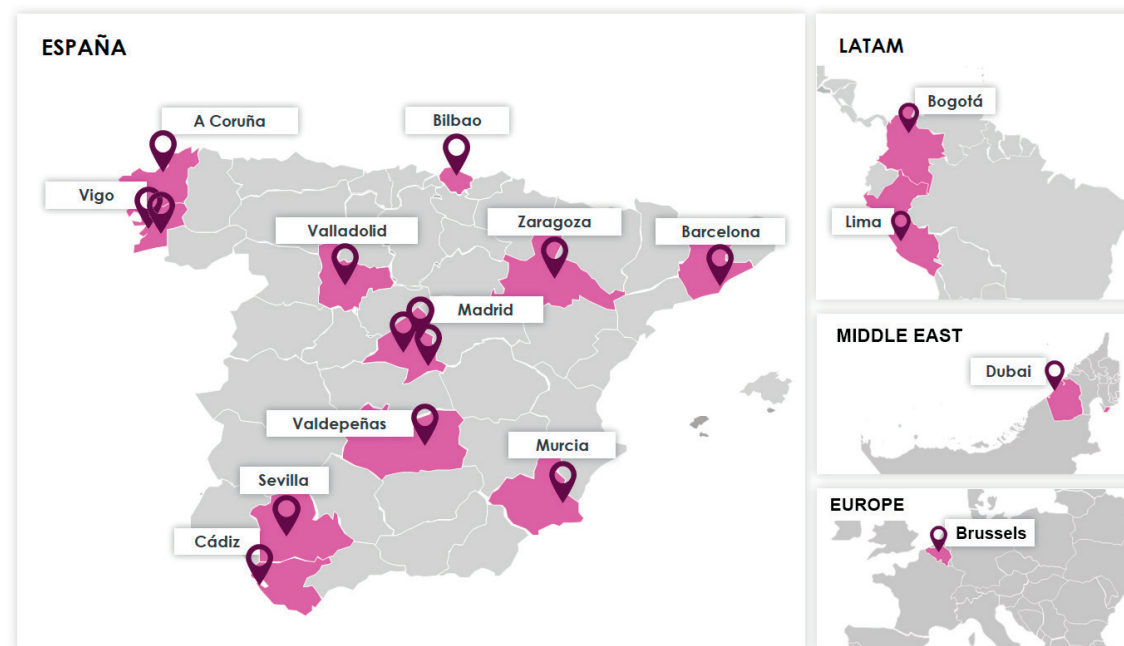
Valdepeñas

Since we began our activities in Valdepeñas in 1975, we have become a leading centre of economic development in Castilla-La Mancha and in Spain.

Our Valdepeñas Technological Centre currently has an area of 18,000 m2 and houses modern facilities in which high-tech systems and products for the national and international market are designed, manufactured and developed.

Madrid, Cádiz and Vigo

In addition, we have four technology centres: a centre of excellence in UAVs in San Sebastián de los Reyes (Madrid), at the headquarters of UAV Navigation-Grupo Oesía; a centre of excellence in satellite communications at the headquarters of Inster-Grupo Oesía, in Getafe (Madrid); and two innovation and development centres: one in Cádiz, for the development of onboard systems for tactical and secure communications, and another in Vigo, for projects in the aerospace sector.



Committed to innovation

To contribute to the creation of a better, more efficient, safe and sustainable world, at Grupo Oesía we are committed to innovation in all our technological and business lines, both in the field of industrial engineering applied to defence and security and in that of digital engineering applied to information technologies.

Innovation means adapting to continuous change, but it also constitutes the main axis of economic growth moving towards new business models, increasing competitiveness in existing technological and business lines.

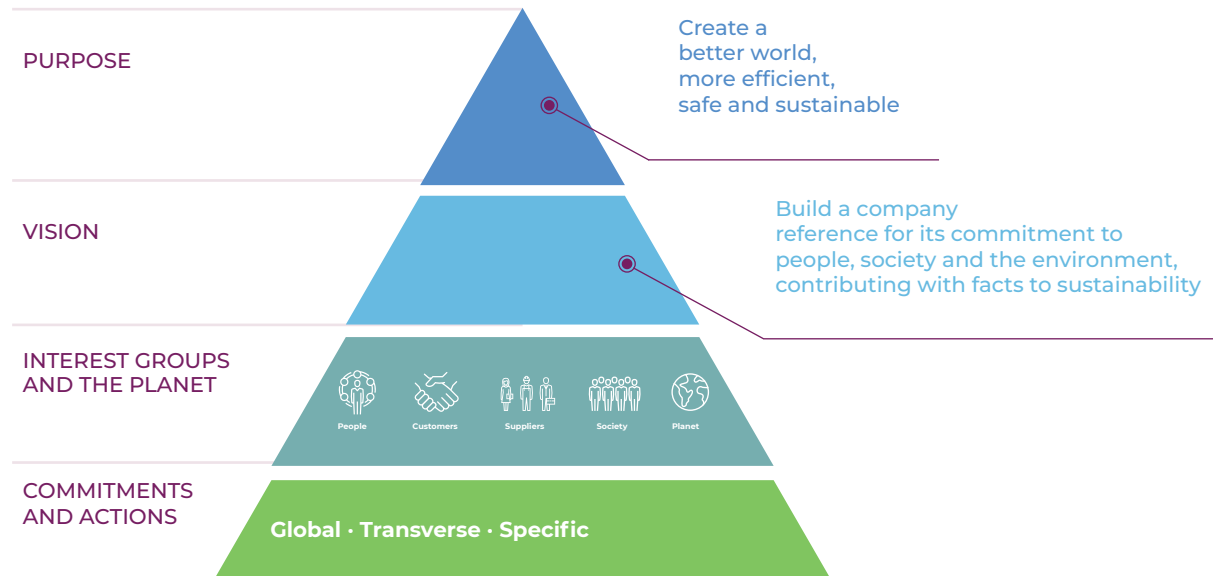
We invest a significant part of our resources in research, development and innovation (R&D&i) in response to the new technological challenges facing the defence and digital engineering industry.

Our R&D&i model is collaborative with other companies and research centres and includes a technology transition process to incorporate the results of R&D into new products and services.

We work on disruptive technologies, such as artificial intelligence, optical communications, quantum key distribution (QKD), photonic integrated circuit (PIC), advanced navigation and guidance systems and multi-orbit and multi-band satellite communications, from their early stages of technological maturity.



2. Our sustainability model



At Grupo Oesía we understand sustainability as a commitment to creating economic, social and environmental value for all our stakeholders, in order to generate a positive impact and to make a better, more efficient, safer and more sustainable world possible.

Our vision in sustainability is to build a company which is a role model for its commitment to people, society and the environment, contributing with concrete actions to the SDGs and making them a differential element recognised by our stakeholders.

To carry it out, we designed the ESG Master Plan 2024-2026: our ESG roadmap, with the aim of integrating the best sustainability practices throughout the organisation's value chain.





Fundamentals

We incorporate a dual expectation in terms of sustainability: that of investors, who take into account the impacts of our environment on the organisation's activity; and that of our stakeholders (people, customers, suppliers and society in general), who are concerned by the impact of our activity on the environment.

ASPECTS COVERED

GOOD GOVERNANCE, ETHICS AND BUSINESS INTEGRITY	DIVERSITY, INCLUSION AND EQUALITY
RESPONSIBLE PROCUREMENT	RISK MANAGEMENT AND CONTROL
CONTRIBUTION TO SOCIETY	ENVIRONMENTAL IMPACT
HUMAN RIGHTS	INCLUSION OF ESG ASPECTS IN THE BUSINESS
DIVERSITY, INCLUSION AND EQUALITY	SOLID AND RELIABLE BRAND
EXCELLENCE IN SERVICE	EMPLOYEES' HEALTH AND WELL-BEING
DIVERSITY, INCLUSION AND EQUALITY	SECURITY AND PRIVACY OF INFORMATION
TALENT MANAGEMENT AND CAREER DEVELOPMENT	INNOVATIVE TECHNOLOGICAL SOLUTIONS





3. Commitments With our People

At Grupo Oesía we are committed to responding to the concerns of our stakeholders through the different policies and programmes of the organisation and with the development and implementation of new ones that allow them to be achieved.

Key Figures 2023

3,179

professionals

33.8%

women

27.6%

women in
management positions

We come from

36

different nationalities

The average age
is

39.7

years

The workforce spans

4

generations*

109

promotions in Road to
Partner and Oesía Tech
Leadership

56,668

hours of training

17.7

hours of training
per professional

(*) Baby boomers 3.3%
Gen. X 32.6%
Gen. Y 45.7%
Gen. Z 18.5%



The talent of the people of Grupo Oesía is the essential engine for the sustainability of the company. We have a management model based on meritocracy, that places people at the centre of the organisation and that seeks to enhance their development and meet their professional and well-being expectations, as well as the progress of their families.

Our main objective is to be a great company to work for, in which an appropriate work environment and people's health and safety are ensured, and where people can grow and develop both career-wise and personally. To achieve this, we have made the following commitments:



To offer career development to workers and to promote continuous learning

We have a Career Development Programme (CDP) aimed at the career and personal growth of all the people in the organisation. The programme is taught at the Oesía Technological University, our training centre made up of various Campuses: Technical Skills, Personal Development and Languages.



Facilitating access to partnership and becoming a technological benchmark

One of the most important cultural programmes for Grupo Oesía is made available to all employees, namely the Road to Partner, which offers the opportunity of belonging to the highest organisational structure in the organisation as one of the company's partners. During the 2023 financial year, 102 people were promoted.

Additionally, in 2023 we created OTL, Oesía Tech Leadership, a programme to boost potential and accelerate the professional development of our key technological talent, positioning them as experts, with a commitment by Grupo Oesía to invest in the training and growth of each of its members. The first intake, in 2023, consisted of seven professionals.





Ensuring equal opportunities

We work so that all our people can live and develop their careers in an inclusive environment that guarantees equal opportunities for all and where each person feels involved and is able to develop within a safe atmosphere.

Promoting diversity and inclusion

We know that having different profiles and abilities is essential for the success of our company, in order to boost its creativity and innovation. That is why our teams are made up of people who are diverse in all regards: gender, age, ability, sexual orientation, culture or origin, cognitive diversity, etc.

Also, we have the Oesía Diversity Programme which defines the specific actions that allow the creation of an inclusive, committed company that is aware of the value that diversity has for society and for the company.

During 2023 we collaborated in the Adecco Foundation programmes “Different Realities”, “Wheel of Inclusion” and “Java Digital School with professionals with disabilities”. Grupo Oesía and Fundación ONCE also signed an Inserta Agreement in 2023 to promote the hiring of people with disabilities.

Promoting inclusive leadership

We promote comprehensive leadership, which allows us to create shared value for both the organisation and the environment and the customers. This leadership model is based on 12 behaviour guidelines that managers must incorporate and assume in their day-to-day work:

- ✓ Sharing a common vision
- ✓ Setting individual goals
- ✓ Assigning roles
- ✓ Managing time
- ✓ Detecting dysfunctions
- ✓ Seizing opportunities
- ✓ Listening, understanding, discussing
- ✓ Motivating and generating creativity and proactivity
- ✓ Sharing information
- ✓ Transmitting culture
- ✓ Managing knowledge
- ✓ Promoting professional careers

Attracting, welcoming, developing, promoting and retaining the best talent

We have a Talent Attraction Policy whose principles are based on our Purpose, Code of Ethics and our five Corporate Values in which the recruiting of people is based solely and exclusively on the capabilities and merits of the candidates.





With our Customers

As a leading global company, innovation is at the heart of our business and permeates the entire ecosystem in which we carry out our activities. We focus on priority and cutting-edge trends and technologies, with the aim of improving service to our customers and contributing to strengthening the industrial fabric and technological capabilities of our country. These are the commitments we have made to achieve this:

Key Figures 2023

531

active customers

€221.7M

net turnover

40

countries

9/10

score on customer satisfaction survey



Offering excellence in our service

We work with more than 500 customers in a wide range of services and solutions in strategy, digital consulting, technology and operations. We combine our experience with specialised knowledge to help them optimise their performance and generate sustainable value. In addition, in order to always offer the latest market capabilities, we rely on our ecosystem of partnerships and reinforce our organisation through acquisitions.



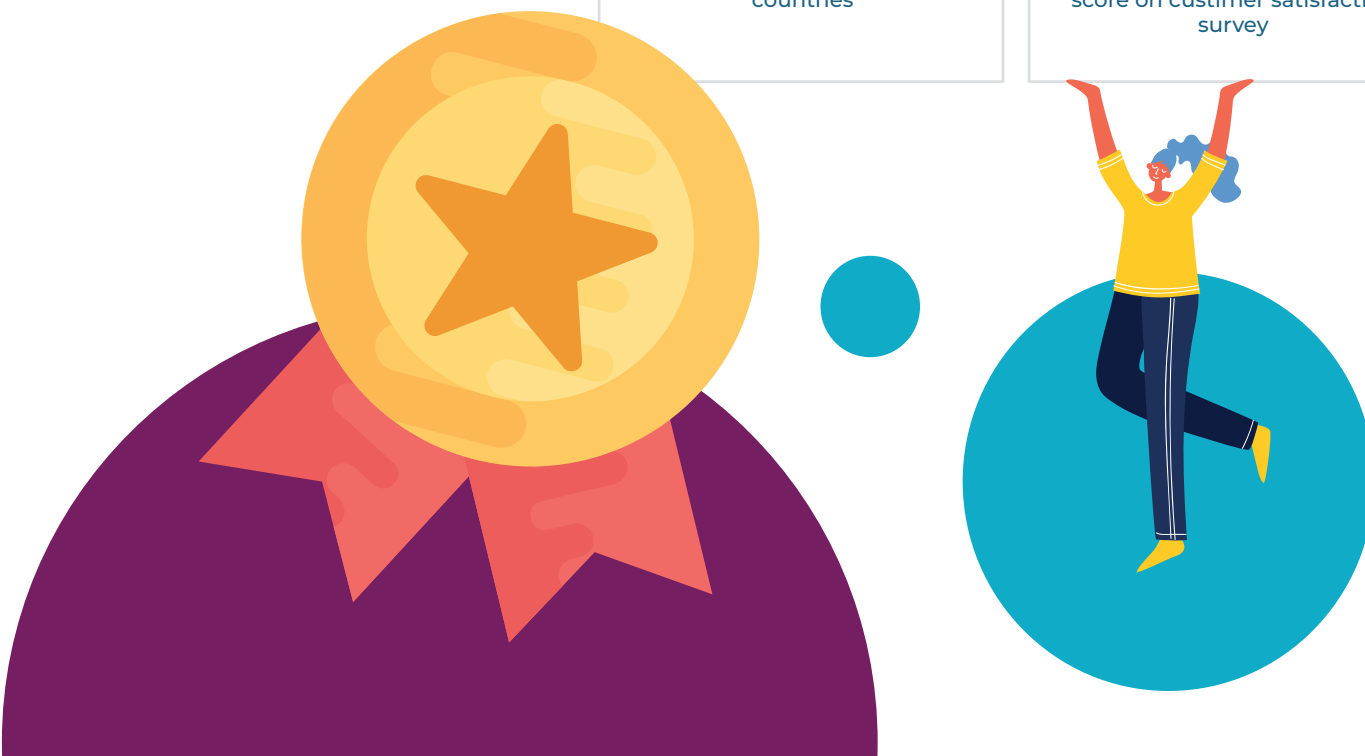
Offering operational excellence

At Grupo Oesía we offer our customers the guarantee of the permanent search for operational excellence through an excellent delivery model, which ensures efficiency and productivity in processes, business continuity, innovation and application of the best standards to continuous improvement.



Being the technological partner of our customers in the fields of digital and industrial engineering

We carry out our activity in two main market lines: Information Technology and Engineering applied to the Aeronautical, Space, Naval and Land industries, working for customers in both the public and private sectors.





Maintaining and constantly improving levels of quality management in our service

Our quality management system covers all areas of Grupo Oesía and its main objective is to satisfy the needs and expectations of customers and stakeholders, as well as compliance with the company's requirements and standards.

This management system is based on three fundamental principles: independence, rigour and continuous improvement; and is endorsed by the various certifications granted to the different areas of the Group:

In addition, knowing the degree of satisfaction that customers have about the services provided is essential to be able to maintain and improve the quality levels that we offer. To do so, each year we send them the Satisfaction Survey.

In 2023 we obtained an average rating of 9 out of 10.

ISO 9001	Quality Management System
ISO 14001	Environmental Management System
ISO 20000	Information Technology Service Management System
ISO 22301	Business Continuity Management System
ISO 27001	Information Security Management System
ISO 33000	Software Development Quality Certification
ISO 45001	Occupational Health and Safety Management System
ENS	National Security Framework
EN9100	Requirements for Aviation, Space and Defence Organisations
EN9110	Requirements for maintenance organisations in the aeronautical industry.
ESA-STEC	Approval of SMD (Security Management Directive) Assembly Line - Space
ESA PART 21	Approval of Aeronautical Production Centre
PERAM 145 (Spanish Military Airworthiness Requirements) (DGAM, Directorate General of Arms and Matériel)	Approval of the Aeronautical Maintenance Centre



Promoting innovation

Technology and innovation constitute one of the pillars of Grupo Oesía strategy, ensuring the competitiveness and sustainability of the Group, supporting our positioning in the short, medium and long term.

We work on disruptive technologies such as artificial intelligence, optical communications, quantum key distribution (QKD), photonic integrated circuit (PIC), advanced navigation and guidance systems and multi-orbit and multi-band satellite communications, from their early stages of technological maturity.



Contributing to the national sovereignty of our country, at the service of the strategic autonomy of Europe

As a company with 100% Spanish and private capital, leaders in Spain for almost 50 years, one of our key commitments is to strengthen the industrial fabric and technological capabilities, favouring the structuring of our territory, while providing greater strategic autonomy for the region and national sovereignty for Spain.

In line with this objective, we highlight our cooperation with the Armed Forces in key competencies and systems based on our own technology and integration of foreign technologies.



With our Suppliers

Key Figures 2023

73 M€

in purchase orders
processed

70%

from Spanish
suppliers

1,367

suppliers

52%

of the amount of purchases made
from local suppliers



In 2023, the amount of purchase orders processed by Grupo Oesía reached €73 million. This figure shows the magnitude of the responsibility we have when transferring this investment to the productive framework of the environment where we operate, and transforming this wealth into opportunities for our society.

We do all of this with a special focus on sustainability, so that our actions have a positive impact on the environment and society in general.

In order to achieve this, we have made the following commitments:

- 1. Establish sustainable supplier management**
- 2. Promote ethical purchases**
- 3. Promote the contracting of local suppliers**



With our Society

Our objective is to build an inclusive labour market, in which no one is left out, contributing to full employment and decent work for all and to the development of innovation and collaboration between actors.

We are aware that, in order to build a successful business model, we need the sustainability and socio-economic development of the communities in which we operate. To this end, we make various commitments for the development of society, while we channel support activities for social causes through initiatives that are strongly linked to our business, such as the promotion of knowledge and innovation.

Key Figures 2023

330

participants in Young Talent

86

actions of a social and environmental nature



523

beneficiaries of
"En Red Sin Riesgos"
("Online Without Risks")

€733,746

in donations and sponsorships

+50

agreements with
educational centres



These are the commitments we have made:



Give back to society part of what we receive from it

At Grupo Oesía we contribute to economic, social, cultural and educational development, supporting and adding our capacities to those of some of the most significant institutions and organisations in our country.

Specifically, during 2023 the total donated or sponsored in order to achieve our purpose amounted to €733,746.

As a technology company, operating in the R&D field, our social commitment finds expression through three main pillars that universally support progress: Culture, Research and Education.

Among our partnerships we would highlight the following:

- ✓ **Sponsors of the Teatro Real in Madrid**
- ✓ **Trustees of the Real Instituto Elcano**
(think-tank for international and strategic studies)
- ✓ **Trustees of the IESE Business School**

“En Red Sin Riesgos”

“En Red Sin Riesgos” (ERSR, or “Online Without Risks”) is a programme of corporate volunteering to raise cyber-security awareness among families and vulnerable groups.

ERSR makes adults and minors aware of the importance of preventing the risks of browsing online and gives them guidance on the best way to manage them.

Through talks, workshops and informative material, this programme aims to help all those people concerned about minimising risks in the digital world. During 2023, 23 sessions were held for 523 especially vulnerable people.

In 2023 we celebrated the fifth anniversary of the initiative. Since its creation in 2018, a total of 147 sessions have been held, reaching nearly 5,500 people.



Developing products and services with a positive impact

One of the ways in which we contribute to the achievement of our purpose is through the development of our products and services based on our innovative technologies that contribute to improving the environment in which we live. At Grupo Oesía we want to make possible a better world that is more efficient, safer and more sustainable. Among all the products and services we offer, we highlight the following for the positive impact they have on society:

• Digital kit

We have adopted a very active role in helping the digital transformation of Spanish companies. As experts and connoisseurs of the Digital Kit since its origin, and thanks to our 360° Office consulting service, which has been accompanying organisations and fund managers for more than 25 years to evolve their services towards a more digitalised, efficient and transparent model, we are working actively to maximise progress in the digitisation of Spanish companies.

• Telemonitoring and electromedical equipment

We develop a telecare platform that allows safe, effective and accessible virtualisation of healthcare. With these remote monitoring solutions we innovate care processes to optimise available resources to the maximum, responding to new needs, the challenge of ageing, chronicity and fragility and eliminating the barriers of geographical distance and the shortage of caregivers.

• Waste Agency

We work as a technological partner of the Public Administration, developing advanced technological systems to support regional environmental policies, aimed at improving the waste management, transportation and treatment process, both by companies and intermediate managers. Some institutions we work for are the Waste Agency of the Regional Government of Catalonia and the Regional Government of Aragon.

• Modernisation of Justice

We advise the Regional Government of Galicia as the competent administration in technological matters for the Administration of Justice in its territory, on the entire digital transformation process, at both the strategic and operational levels.

• Simulation Systems

For 20 years we have been a reliable partner of the Army in the supply, operation support and maintenance of simulation means. The star product in this area is the Field Artillery Simulator (SIMACA), of which we are the design authority and with which the artillery units of the Armed Forces train regularly at the Artillery Academy in Segovia.

• Satellite communications

We have developed a FoldSat terminal to facilitate satellite internet access through low Earth orbit (LEO). The completely portable terminal operates beyond traditional terrestrial networks, and is designed to provide satellite connectivity to ground, air, maritime or special operations forces, humanitarian aid and, in the event of a disaster, emergency services.

• Surveillance and tracking for unmanned aerial vehicles

We have developed the “Follow Target” functionality for UAVs. This advanced feature allows an unmanned aircraft to track a moving target over the sea without operator intervention, maintaining a constant distance, with the aim of allowing its continuous monitoring and study. We thus help authorities monitor and enforce maritime regulations more effectively.

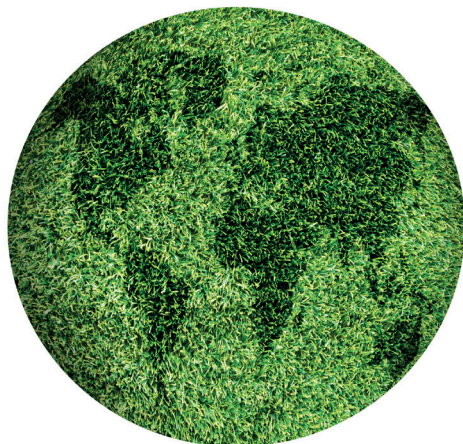


Maximising opportunities for young talent

We have the opportunity and the responsibility vis-à-vis society of promoting a vocation for our sector among young people, while at the same time supporting and offering the most appropriate training for students to facilitate their future incorporation into the labour market.

For this reason, we have the Oesía School Programme, a link between the academic and professional worlds, which pursues the adequate training of those who will be the leaders of the future. 2023 saw the ninth Oesía School year, in which 330 talented young persons participated, 38% of whom were incorporated into our organisation once the training period was completed.

Along these lines, in 2023 we added a collaboration agreement with the European University of Madrid as Industrial Partners in two laboratories dedicated to research and practices in key areas of physics and industry 4.0. The purpose is to provide students with an immersive experience in business projects, contributing to their professional development during their training period and connecting them with the day-to-day demands of the industry.



With our Planet

Our responsible business model establishes the bases of our environmental commitment, being reflected in our Environmental Policy, the Environmental Management System and the Grupo Oesía Code of Ethics, through which we commit to maintaining a preventive approach that favours the environment.

Our main challenge is to ensure efficient consumption of resources and to avoid degradation of the environment caused by our business activity. For this reason, we at Grupo Oesía have made a series of commitments for the development and care of the planet:

- ✓ To have a certified high-quality environmental management system
- ✓ To establish continuous improvement programmes for energy efficiency
- ✓ To use resources efficiently
- ✓ To act against climate change
- ✓ To contribute to environmental awareness

Key Figures 2023

93%

energy from renewable sources

65%

hybrid or electric vehicle fleet

4,583m³

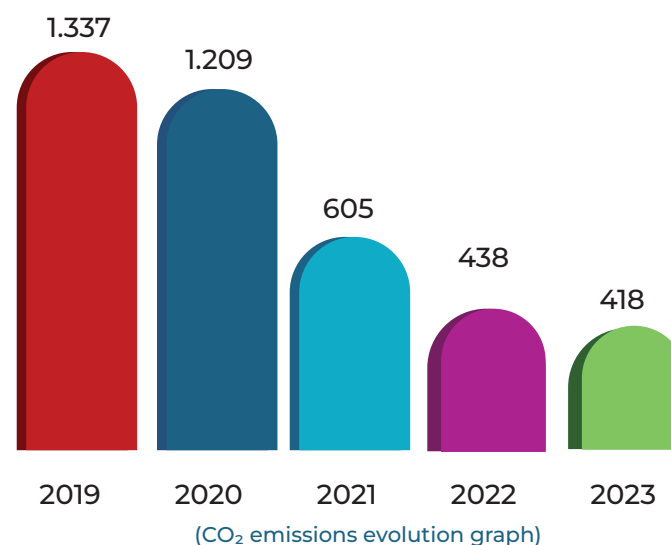
water consumption

418

metric tons of CO₂e
Scope 1 and 2 Emissions

2,793

metric tons of CO₂e
Scope 3 Emissions





4. Main indicators 2023



People

3,179
professionals

33.8%
women

56,668
hours of training

97.5%
have a permanent contract



Customer

531
active
customers

€221.7 Million
net amount of turnover

40
countries

9/10
average score of customer
satisfaction surveys



Suppliers

€73 Million
en pedidos de compras
tramitadas

1,367
suppliers

70%
from local suppliers

52%
of the amount of
purchases made from local
suppliers



Society

86
actions of a social and
environmental nature

€733,746
in donations and
sponsorships

523
beneficiaries of “En Red
Sin Riesgos” (“Online
Without Risks”)

330
participants in Young
Talent



Planet

93%
energy from renewable
sources

65%
hybrid or electric
vehicle fleet

4.853
m³ water consumption

418
metric tons CO₂e in
Scopes 1 and 2 emissions



Awards and recognitions received in 2023

For the third consecutive year Grupo Oesía renewed the Forbes – Sigma Dos seal denoting the best companies to work for in Spain 2023.

For the first time we are part of the prestigious ranking by Actualidad Económica magazine of the 100 best companies to work for in Spain.

Our Executive Chairman received the Cross of the Aeronautical Order of Merit.

Our cyber-security and encryption division, Cipherbit-Grupo Oesía, has obtained the certification of the National Security Framework (ENS) at its highest level for its Security Operations Centre (SOC) and advanced solutions of its Computer Emergency Response Team (CERT).

In addition, the rest of our areas have received the ENS mid-level corporate certificate, confirming their high security standards.

Partnerships for Sustainability, Research, Education and Culture 2023



